

**Texas State Auditor's Office  
State of Texas Employee Exit Survey**

Welcome! We appreciate your completing the online exit survey. Your feedback is important to us and will help us identify ways to reduce employee turnover and make the State a better work place.

**General Information**

The survey takes about 5 to 10 minutes to complete. To view a list of the questions, click [here](#). Your agency should provide you with a unique ID to complete this survey. The State Auditor's Office developed this exit survey system in accordance with [Texas Government Code, Section 651.007](#).

**Confidentiality**

Your responses to this survey are private. They are protected by Texas Government Code, Section 651.007, and they cannot be shared with the public. Your agency's human resources department will receive quarterly reports that contain a summary of responses and employees' complete comments to help management make needed changes. Therefore, you may wish to omit specific information that could identify you. You also can indicate whether you want us to share your responses with the Governor and/or the executive officer of your agency.

**Take the Survey**

You can use your unique ID only once. The Web browser session will end after 60 minutes, so please complete the survey after you begin.

Unique ID:

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**I wish to have my survey responses shared with the following: (Required)**

- ☐ The Governor  
☐ The Executive Officer of my agency  
☐ Both the Governor and the Executive Officer of my agency  
☐ Neither the Governor nor the Executive Officer of my agency

**1. Why are you leaving? (Required)**  
**Please select the most important reason you are leaving the agency.**

- ☐ Better pay/benefits  
☐ Child care/elder care issues  
☐ Enter/return/complete school  
☐ Inadequate training  
☐ Inadequate work resources  
☐ Issues with my supervisor/issues with employees I supervise  
☐ Location/transportation issues  
☐ No or little career advancement opportunities  
☐ Personal or family health  
☐ Poor working conditions/environment (e.g., safety, work-related stress, and/or workload issues)  
☐ Relationships with co-workers  
☐ Relocation (including your own relocation or the relocation of your spouse or companion)  
☐ Retirement  
☐ Self-employment

Comments

**2. To what extent did each item below influence your decision to leave the agency?**

Item	Very Little	Little	Some	Great	Very Great
2a. Agency policies or practices	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
2b. Immediate supervisor or co-workers	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
2c. Need for more challenging and meaningful work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
2d. Pay and benefits	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
2e. Work conditions, workload, or work schedule	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

**3. Where are you going?**

- ☐ Becoming self-employed
- ☐ Planning to return to work at the same agency
- ☐ Retiring
- ☐ Seeking other employment
- ☐ Taking a job with another governmental organization (e.g., federal, local, or quasi-governmental)
- ☐ Taking a job in the private sector
- ☐ Transferring to another Texas state agency or higher education institution
- ☐ Not planning to work

**4. What will your new annual salary be?**

**(Do not include retirement benefits, pension, or Social Security as part of your salary. Select "not applicable" if you do not plan to work.)**

- ☐ Less than \$25,000
- ☐ \$25,001 to \$50,000
- ☐ \$50,001 to \$75,000
- ☐ \$75,001 to \$100,000
- ☐ More than \$100,001
- ☐ Not applicable/unknown
- ☐ Prefer not to answer

**5. Compared to your current annual salary, how much of an increase or decrease will your new salary be?**

**(Select "not applicable" if you do not plan to work.)**

- ☐ Less than current annual salary
- ☐ Same as current annual salary
- ☐ \$1 to \$5,000 more than current annual salary
- ☐ \$5,001 to \$10,000 more than current annual salary
- ☐ \$10,001 or more than current annual salary
- ☐ Not applicable

**6. Would you want to work for this agency again?**

- ☐ Yes ☐ No

**7. What would you like to change in your agency?  
(Check as many as apply)**

- ☐ Compensation/benefits
- ☐ Employee rewards/recognition
- ☐ Internal policies/procedures
- ☐ Leadership
- ☐ Management/employee relations
- ☐ Resources (e.g., equipment, tools, materials, and technology)
- ☐ Training
- ☐ Work environment
- ☐ Other

**8. Give us your ideas. What would you recommend the agency do differently?**

Submit & Continue

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**Demographic Information**

To perform statewide trend analysis, the State Auditor's Office collects demographic information. Please answer these questions.

County (primary duty station):

Ethnicity:

Age:

Length of Agency Service:

Gender: ☐ Female ☐ Male

The State Auditor's Office would like your feedback on the survey. Please provide your answer to the following statement.

This survey was easy to complete and understand.

Agree	Neutral	Disagree
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Your suggestions to improve the survey are welcome.

Comments:

Submit

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Thank you for taking the Exit Survey. Please close your browser to exit.